

Annual Report



Michael Cerra, Executive Director,
New Jersey State
League of Municipalities

2024

An annual report should be both retrospective and prospective, highlighting accomplishments for the past year and continued objectives going forward. Likewise, the 109th Conference has done precisely that: looked to learn lessons from the past and looked forward to prepare for what is ahead.

Here at the League, we seek to help you do your job. We educate. We advocate. We are an information resource for you. We all confronted and overcome challenges the last three years, fully cognizant that further challenges lay ahead, and as local leaders, you must always be forward-looking to see the road ahead and how best to proceed.

The League aims to be your trusted resource and ally as you navigate this constant stream of change and challenges.



Show Off Your City: winning photo, Great Swamp, Long Hill



Legislative

The League's Legislative team, Lori Buckelew Deputy Executive Director & Director of Government Affairs; Senior Legislative Analyst Paul Penna; Frank Marshall, League Associate General Counsel; and Legislative Administrator Chanelle Kouyate continue to advocate on behalf of municipalities to continue home rule and municipal discretion.

In the mid-year of the two-year legislative session, NJLM's Legislative team focused on issues important to local governments, serving as an active voice for local officials on topics including:

Affordable Housing: Building upon the roundtable discussions the League's Mayors Housing Policy Committee, co-chaired by Past Presidents East Windsor Mayor Janice Mironov and Fanwood Mayor Colleen Mahr, continued to advocate on behalf of municipalities' common interest. The League has long advocated for the State legislature to implement a reasonable, rational, and achievable statewide housing policy.

In March Governor Murphy signed a package of affordable housing bills, including A-4/S-50, overhauling the Fair Housing Act, which included the elimination of the Council on Affordable Housing (COAH).

Following the introduction of A-4/S-50, the League identified several areas of major concern raised by local officials. We appreciated the responsive engagement of the sponsors (Assembly Speaker Coughlin, Assembly Representatives Lopez, Wimberly, and Reynolds-Jackson, Senate President Scutari, Senators Singleton and Ruiz) and staff and the many resulting changes to the legislation. There remain concerns with the law, including the underlying methodology and the determination of need as well as identifying appropriate resources and needed funding to address infrastructure and environmental concerns. Since the passage of the law, there have been other related regulatory initiatives including a significant regulatory proposal from the Department of Environmental Protection and an anticipated release of a newly proposed State Plan. It remains to be seen how these initiatives will be coordinated with affordable housing planning.

With the signing of the bill, the Department of Community Affairs (DCA) began the process of calculating the statewide and regional affordable housing need, as well as the municipal obligations. DCA completed and released these calculations on October 18. Municipalities may accept

the DCA's calculation of their fair share obligation or adopt their own using the methodology outlined within the law through binding resolution before January 31, 2025. Interested parties have until February 28, 2025, to challenge municipal determinations.

In addition to overhauling the Fair Housing Act, the bill package included requirements that New Jersey Housing Mortgage and Finance Agency establish a pilot program to support insurance premiums for eligible affordable housing projects constructed by for-profit affordable housing developers; permitting taxpayers to accelerate depreciation of eligible property expenditures in connection with construction of new affordable housing developments in order to realize cost savings; permitting the municipal governing body to delegate to the municipal clerk the authority to issue certain approvals to facilitate development of affordable housing projects; allow "payment in lieu of taxation" (PILOT) agreements between municipalities and affordable housing projects that receive funding through the State Affordable Housing Trust Fund or municipal affordable housing trust funds; and exempts receipts from sales made to contractors or repairmen of materials, supplies, or services related to the construction of 100%-affordable housing projects to help reduce costs for the construction of such projects.

OPRA Reforms: The League long advocated for reforms to the Open Public Records Act (OPRA), which was signed into law in 2002 with no significant legislative changes in over two decades, even though the type of records, technology, and how businesses operate have dramatically changed. The League continued to work with with the Municipal Clerks Association of New Jersey, the New Jersey Association of Counties, and the New Jersey School Board Association.

Thanks to those efforts, Senators Sarlo and Bucco and Assembly Representatives Danielsen and Flynn introduced legislation that makes changes to the process for access to government records. With the support of Senate President Scutari, Assembly Speaker Coughlin and the legislators who voted in favor, the bill to modernize OPRA was passed and signed by Governor Murphy.

We were joined in our efforts by Deptford Mayor Paul Medany, Plainfield Mayor Adrian Mapp, Bethlehem Mayor Paul Muir, Alexandria Municipal Clerk Michele Bobrowski and Eastampton Municipal Clerk Kim-Marie White in testifying before legislative committees and the outreach of hundreds of Mayors and countless more local officials who engaged with their Legislators and the Governor's office to ensure the passage of this legislation.



Show Off Your City: Caldwell Boro



Show Off Your City: Deerfield Township



Show Off Your City:

The new law modernizes OPRA to account for the technology and business practices that have emerged in the past 22 years; gives judges and the Government Records Council the discretion to award prevailing attorney’s fees instead of granting it automatically; and reaffirms the original intent of OPRA to provide copies of records in the municipality’s possession and not create records or perform research. It does not hinder a resident or journalist from using OPRA to access public records but does implement many of the privacy recommendations of the 2004 Privacy Study Commission.

With the changes effective September 3, we pivoted from advocacy to educational training on the new law, especially in light of the great deal of misinformation or misunderstanding of the new law. We will continue our efforts to update OPRA to address access by data brokers and the need to examine police records, specifically how they are disclosed under OPRA and any issues that arise as a result of the new law.

Re-Authorization of the Transportation Trust Fund:

Three months prior to the expiration of the authorization of the Transportation Trust Fund (TTF), Governor Murphy signed legislation (sponsored by Assembly Representatives Calabrese, Wimberly, Lopez and Hall, Senator Sarlo and Senate President Scutari) to reauthorize the TTF. The reauthorization included an annual increase of 1.9 cents per gallon of fuel over the next five years, a new annual registration fee for zero-emission vehicles starting at \$250 and increasing to \$290 by 2028 and delayed the annual tax adjustment from October to January 1. The TTF reauthorization will provide approximately \$10.37 billion in appropriations for the State’s Annual Transportation Capital Program from FY2025 to FY2029, with an estimated \$2.3 billion for county and municipal transportation projects. During the bill signing, Governor Murphy and his then Chief of Staff Diane Gutierrez-Scaccetti thanked League Past Presidents Woodbine Mayor William Pikolycky and Hope Mayor Tim McDonough along with the League for their assistance and efforts in advocating for the reauthorization of the TTF.

State Health Benefits Plan Rate Increase: The League continues to call for viable solutions to address the structural issues of the State Health Benefits Program (SHBP) Local Government Employee fund. The significant rate increases approved by the State Health Benefits Commission (SHBC) for Plan Years 2023, 2024, and 2025, combined with significant healthy member attrition to the

private and Health Insurance Fund markets has put the SHBP Local Government Employee fund in a difficult position that will require significant structural changes going forward so it will remain solvent.

The need for the structural changes were reenforced when Governor Murphy signed a bill that gives the Director of the Division of Pensions and Benefits the authority to loan funds from the State Health Benefits Program (SHBP) - State Employee Fund to the SHBP Local Government Employee Fund to mitigate an imminent cash flow challenge. Initially the loan included interest, however, after working with the sponsors, Senate President Scutari and Assembly Speaker Coughlin, their staff, and the Division of Pensions and Benefits the interest on payments was removed.

Public Notices: Advance Local, which owns NJ Advance Media and NJ.com, announced that it would be dissolving The Jersey Journal; ending daily print publication of *The Star Ledger*, *The Times of Trenton*, and *South Jersey Times*; and ending the *Hunterdon County Democrat’s* weekly print edition early next year. This creates an immediate crisis for local governments to comply with Title 35 of Revised Statutes which requires publication of public notices in print newspapers.

The New Jersey State League of Municipalities, the New Jersey Association of Counties, and the New Jersey School Boards Association wrote to legislative leadership and noted that this change creates an urgent statutory compliance challenge for many New Jersey counties, municipalities, and school boards. With this announcement, a significant number of New Jersey’s counties and municipalities will be unable to comply with various statutory notification requirements.

Every year at each reorganization meeting municipalities, counties, and boards of education are required to designate an official newspaper for publishing public notices such as annual meeting schedule, bond ordinances, request for bids, sale of public property, proposed and adopted ordinances, zoning changes, just to name a few. Our organizations respectfully request that Title 35 of Revised Statutes be supplemented with the following language, in part, as well as amendments made to various sections of the statutory law that would permit local governing bodies to “to electronically publish legal notices on a newspaper’s website or in a newspaper’s digital publication.”

The League will continue to work with the New Jersey Association of Counties, and the New Jersey School



Hillsborough



Show Off Your City: Montgomery



Show Off Your City: Mt. Olive

Boards Association to advance legislation to provide immediate relief so governing bodies can meet their statutory obligation of public notice.

In Rem Foreclosure: In response to the 2023 United States Supreme Court decision in *Tyler v. Hennepin County*, which led to concerns that New Jersey's system concerning the sale and ultimate foreclosure of tax liens could violate the U.S. Constitution, the League worked with the Tax Collectors and Treasurers Association to resolve the issues created by *Tyler*.

Governor Murphy signed legislation that revises the process for property tax lien holders to foreclose the right to redeem a property tax lien and allows property owners to protect remaining equity. This legislation revised the "Tax Sale Law" and the "In Rem Tax Foreclosure Act" to bring those laws in compliance with *Tyler*.

This legislation represents a fair and balanced approach to resolving the issues created by *Tyler* and provides protection for property owners, all while ensuring the viability of the tax sale certificate market.

Increase in Workers' Compensation Attorney Contingency Fees: Legislation was enacted this year that increases workers' compensation contingency fees from 20% to 25%.

The League strongly opposed this measure and testified multiple times against its passage in legislative committees. Most workers' compensation cases are already settled near the 20% threshold and increasing it to 25% will undoubtedly increase municipal costs and strain compliance with the 2% appropriations cap. In addition, workers' compensation insurance was among the items excluded from the appropriations cap by the Local Finance Board pursuant to Local Finance Notice 2024-03 issued by the Division of Local Government Services. These actions underscore the worrisome trend of ever-increasing insurance costs.

At the 2023 New Jersey State League of Municipalities Annual Conference, Resolution 2023-14 "Urging Action to Provide Relief from Increased Insurance Costs" was adopted. As noted in that Resolution, New Jersey has the highest workers' compensation premiums in the nation. It urged that no further legislation be considered until an analysis as to why this was, and a plan enacted to reduce these premium costs to municipal taxpayers, is enacted.

A-3986/S-2822 took effect immediately but will only apply to all claims pending on or after August 22.

Accessory Dwelling Units: This year, various bills related to accessory dwelling units (ADUs) were introduced and we expect to see continued legislative movement related to this in the upcoming year.

An ADU is a secondary housing unit built on the same lot as a primary residence, often called a granny flat, in-law unit, or backyard cottage. ADUs can be attached to the main house, converted from existing structures like garages, or built as standalone units, and they typically include complete independent living facilities including kitchen, bathroom, and separate entrance.

Many of the bills introduced would preempt municipal zoning laws to make ADUs a permitted use within areas zoned for single- or two-family residential zones, limiting a municipality's ability to review the appropriateness of such development. Municipalities within the state have already begun to update their zoning ordinances to allow such in-fill development but they have done so after careful consideration of where this development would be appropriate. While the League does not oppose the expanded use of ADUs it remains important that local officials, who know their communities best, retain control over local zoning.

Washington Update

DC Visits: With the League's federal partner, the National League of Cities (NLC), League President Wharton Mayor Chegwiddden made multiple visits to Washington to meet with Members of Congress for League priorities. Along with League staff, Mayor Chegwiddden met with Congressmen Kean, as with high-ranking staff of Congresswoman Sherrill, and Congressman Payne. During the Congressional Cities Conference, the attended meetings with President Biden, Transportation Secretary Buttigieg, and various other federal elected and appointed officials.

ARPA Obligation Deadline: The American Rescue Plan Act State and Local Fiscal Recovery Funds that provided federal funds to all municipalities in 2022 must be obligated by the end of 2024 and spent by the end of 2026. The League reminded municipalities multiple times over the course of the year.

National Flood Insurance Program Reauthorization (NFIP RE): Since 2012, there has not been a long-term reauthorization. With the expiration in 2017, there have been more than 30 short term reauthorizations, including in 2024. The NFIP Reauthorization Act of 2023 addresses various aspects of the flood insurance program. By tackling issues such as rate hikes, affordability, solvency, mitigation, mapping accuracy, oversight, and claims process reforms, the act aims to create a more stable and effective flood insurance program that can better serve communities at risk of flooding. The Act is consistent with the League's



Show Off Your City: Plainfield



Show Off Your City: Randolph

2022-06 Conference Resolution *Advocating for Long-Term NFIP Reauthorization*.

SALT: State and Local Tax Deduction: In February, a procedural vote occurred where the House failed to advance H.R. 7160, which would increase the cap on the federal deduction for state and local taxes (SALT) from \$10,000 to \$20,000 for married couples filing jointly after passing the House Rules Committee earlier that month. This SALT deduction cap provision in the Tax Cuts and Jobs Act is set to expire at the end of 2025 if Congress does not extend it. Full deductibility is vital to the long-term economic health of many states, including New Jersey. In 2017, the League passed Conference Resolution 2017-02 Urging Congress to Protect the Deductibility of State and Local Taxes, and it has remained among the League's Federal priorities since.

Comments on OSHA Replacement of Existing Fire Brigade Standard: The League offered comments to Occupational Safety and Health Administration (OSHA) Docket No. OSHA-2007 0073 and led a coalition that included the NJ State Fire & EMS Institute, NJ State Fire Chiefs Association, NJ Volunteer Fire Chiefs Association, NJ Career Fire Chiefs Association, NJ State Association of Fire Districts, NJ Deputy & Battalion Fire Chiefs Association, and the International Association of Fire Chiefs, NJ Section. The coalition expressed concern about increased administrative overhead, financial vulnerability of volunteer departments, wider scope of legislation, costly training expenses, equipment and PPE inflation, medical examinations and specialized procedures cost, and asked for flexibility in implementation. OSHA has begun the public hearing process and has not announced a timeline for implementation.

Federal Grant Opportunities: The League continues to frequently update membership on available federal grant opportunities that municipalities are eligible participants Resources through News Flashes the Mayors' Newline.

Fire Grants and Safety Act: Congress passed, and President Biden signed the Fire Grants and Safety Act. The Fire Grant and Safety Act provides a five-year reauthorization for the U.S. Fire Administration (USFA), the Assistance to Firefighter Grants (AFG) Program, and the Staffing for Adequate Fire and Emergency Response Grant (SAFER) Program.

Include Volunteer Firefighters to Public Student Loan Forgiveness Program: The Public Student Loan Forgiveness program is administered by the U.S. Department of Education and is designed to forgive the student loan balances of those employed by government or non-profit organizations. The League believes that volunteer firefighters should be included in this program and advocated to Congress for including volunteer firefighters as eligible for the program and will help with recruitment and retention of volunteers.

Legal

The League has been busy advocating for municipalities in the courts this past year. Our legal department, led by General Counsel William Kearns, Deputy General Counsel Trishka Cecil Waterbury, and Associate General Counsel Frank Marshall, participated in various amicus interventions in 2024 before both the New Jersey Appellate Division and Supreme Court. The legal matters at issue were diverse but once again matters related to OPRA in some way or



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another saw the most action. The League participates in these cases because they have statewide impact and municipal interests are served by our involvement.

In addition to our amicus work, the League's legal department is a helpful resource to municipal attorneys, a clearinghouse for ideas and practices and monitor and report on important court decisions at the state and federal level that impact our members. Attorneys must continually adapt to a changing legal landscape and our legal department is a strong resource to help them in this task.

One case at the forefront of these efforts is the recent decision from the US Supreme Court, *Tyler v. Hennepin County*, which will undoubtedly result in a change in New Jersey's tax sale law. The League was invited by the Administrative Office of the Courts to join a working group to review the court's processes to ensure compliance with Tyler and to examine what a proper legislative fix would look like. Associate General Counsel, Frank Marshall is representing the League on this working group. We expect action from the legislature to come in lame duck and for the courts to make changes shortly thereafter.

Outside of the court context, our legal department has also been busy advocating for municipal interests before a variety of state administrative agencies including the DEP, DCA, and BPU. Issues before these agencies have ranged from stormwater control, third-party private inspections, to the siting of offshore wind turbines.

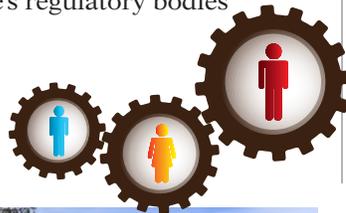
The legal department continues to create useful resource material. This includes various publications offered by the League, contributing to the League magazine with articles on areas of interest, and writing blog posts to outline new laws and regulations.

The legal department also maintains the League's ordinance and resolution library, a valuable tool for municipal attorneys, elected officials, and others that allows users to see how other municipalities have solved problems, helping them to better address their own.

The League's legal department works on legislative and regulatory advocacy with members of the League's legislative staff to provide analysis on legislative affairs. The League's Associate General Counsel frequently represents the League and municipal interests as a stakeholder on a variety of issues before the State's regulatory bodies and legislative committees.

Labor Relations

The League's Labor Relations Advisory Service is conducted by the League's Labor Relations Counsels, Angelo Genova and



Joseph Hannon of the firm Genova Burns LLC. And now the League has bolstered its Labor Relations offerings by the retention of former municipal manager and former Director of the Division of Local Government Services Matthew U. Watkins.

Joseph Hannon is available to respond to a broad range of public employer labor and employment law questions as a telephone or email service of the League. As part of the Labor Relations Advisory Service, Genova Burns provides expert attorney presentations at several League seminars throughout the year and during the Annual Conference. He also authors the Labor Relations column in *NJ Municipalities* magazine.

Matt Watkins provides assistance and insight into negotiation skills and strategies and trends. He provides Labor Negotiations columns to *NJ Municipalities* magazine and can provide guidance on these trends and negotiating with your local bargaining units. He has conducted a series of Management Workshops, providing practical municipal management instruction in a small group, in person setting.

Bureau of Municipal Information

The Bureau dates back to the creation of the League. Every year brings its own emergencies and the continued demand for information and support has proven the ongoing value of services provided by the Bureau of Municipal Information.

The League continues to offer the online Ordinance and Shared Service Libraries on its website, a valuable service providing a sampling of enacted ordinances and shared services agreements from across the state.

The Bureau features resource pages for over 20 topics on the League website. Pages include critical subject information such as legislation pertaining to hot topics and their history, as well as updates via the News Flashes and links to pertinent resources and recent news articles. Publications and digital content overseen by Taran Samhammer, the League's Director of Marketing Communications and Technology. New research, an areas of growth for the League, is developed by Research Associate Ciara Bradley.

The League also offers a diverse listing of publications, most of which are digital and include valuable data in Microsoft Excel spreadsheets. This year the League has created a new Career Center and partnered with the Department of Community Affairs on the Career Connection Fair to promote local government as a career path.



Show Off Your City: Ringwood



Show Off Your City: Somers Point

NJ Municipalities Magazine

Each year, *NJ Municipalities* shines the spotlight on local governments around the state through articles, departments, columns, and news items that continue a 100+ year tradition of League communications. A trusted resource, the magazine strives to inform and inspire more than 6,300 readers and estimated 19,000 pass-along readers.



This year, Managing Editor Amy Spiezio and Advertising Manager Tasneem Kapadia worked with a wide array of contributors to create monthly print and digital issues October through June. Pulling from all segments of municipal government, the magazine ran more than 200 articles. In response to the upcoming fourth round of affordable housing, they produced a special digital Affordable Housing issue in September that is free to all and can be downloaded from www.njlm.org/magazine.

NJ Municipalities proudly published Long Hill's win of the Show Off Your City 2024, the inspiring activities of Local Government Week, the encouraging entries of the Louis Bay II Future Municipal Leadership Scholarships, and the impressive staying power of those named to the League's Halls of Fame. The magazine continually seeks focused responses from those creating the policies that impact League members. 222 West State Street, New Jersey Knowledge Quiz, Gold Dome, Tech Update, Labor Relations, Legal Q&A, Local Governing, and Labor Negotiations provide specific information written by thought leaders for the improvement of day-to-day municipal functions on topics including cyber security, property taxes, pedestrian malls, drug testing, campaign finance, and leave policies.

One of the magazine's core functions is to help local leaders prepare for the future.

We will continue to advocate for local government officials by seeking and publishing the information that will help them to thrive. We will also continue to invite local government officials to share their stories with their peers in local government and encourage them to subscribe to the magazine for themselves and their teams.

Training & In-Service Programs

Approved continuing education programs serve as a cost-effective way for municipal professionals to maintain their respective state licenses. The League works cohesively with numerous accreditation bodies representing 20 government licenses, including Continuing Legal Education for New Jersey and Pennsylvania Attorneys, Municipal Licensees, Tax Assessors, Recycling Coordinators, Planning and Zoning Board Secretaries, Zoning Officials, Land Use Administrators, and Professional Engineers and Land Surveyors.

In addition to the Annual Conference, the League's offerings for professional development seminars and webinars, educating more than 2,000 attendees in 2023/2024 is overseen by Danielle Holland-Htut, Senior Manager for Continuing Education. Highlights included:

- Orientation for Newly Elected, Reelected, and Experienced Officials
- Budgeting for the Elected Official: Everything you Need to Know to Create, Balance, and Approve Your Municipalities' Budget

- Labor Negotiations
- One-Day Mini-Conference
- Licensing Update
- Going Out to Bid for Banking Services
- Employee Discipline
- Paying your Employees
- Warehouse Zoning and Planning
- Budget, Ethics, and Procurement Updates

A new offering for 2024 was a Management Workshop series developed by Labor Consultant Matthew U. Watkins. Visit www.njlm.org/Seminars.

NJLM Annual Conference

The NJLM Annual Conference is the largest municipal conference in the country and a critical



New Jersey 2024
LEAGUE
OF MUNICIPALITIES
109th Annual Conference

mainstay in the portfolio of services provided by the League. The Annual New Jersey State League of Municipalities Conference is a must-attend event that draws leaders from all around the Garden State.

This year, the exhibit hall was sold out in August and hosted commercial firms, government agencies, non-profits, and associations displaying the latest products and services to educate and assist NJ municipalities with solutions. Over 670 vendors occupied over 1,100 booths. Additionally, more than 125 educational sessions, clinics, panels, and workshops are conducted by the League and the 21 affiliate associations to provide invaluable learning and networking opportunities.

Whether honing skills in educational sessions, networking with peers at League events, or meeting with the innovators of goods and services in the Exhibit Hall, the Conference is an environment for local officials and professionals to share knowledge, experiences.

We look forward to seeing you in Atlantic City for the 110th Annual Conference, November 18-20, 2025.

NJLM Foundation

The New Jersey League of Municipalities' Educational Foundation is an informational



resource for local government that offers timely research and a proactive approach to resolving the complex issues affecting New Jersey's diverse communities. It brings together municipal officials, academics, government officials,

NJLM Events



Show Off Your City: Summit

2024 Executive Director's Annual Report

business leaders and other stakeholders to share their visions and hopes for the future of public policy, and their solutions to the compelling challenges facing the state.

NJLM Education Foundation Board

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222 West State Street Urban Renewal Corp.

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Millard Wilkinson Jr., *Former Mayor Berlin Borough; Past President, NJLM*

Membership and Finance

The League is completing its 109th year of service to the municipalities of New Jersey. Our membership currently includes 564 municipalities in the State of New Jersey. The League's fiscal year runs from July 1 to June 30.

The budget under which the League currently operates is set forth on this page. 

NJLM 2024-2025 Adopted Budget

INCOME	
Appropriation of Prior Cash Bal	0
Membership Dues	774,338
Magazine	275,000
NJLM Conference	2,862,899
Interest	193,730
Publications	30,000
Seminars	165,000
Miscellaneous Receipts	3,500
Internet Advertising	275,000
Sub-Leases Base Rent	89,370
Sub-Leases Expense Rent	75,624
Sub-Leases Parking Space Rental	17,100
Corporate Supporters	65,000
Employee Medical Contributions	85,075
Total	4,911,636
EXPENSE	
Salaries	1,656,536
Social Security & Medicare	126,725
Pension Employer Portion	251,000
Disability Insurance	1,600
Medical Benefits	532,690
Workers Compensation Ins	4,950
Unemployment Compensation Insurance	7,306
Magazine	181,627
Office Expense	25,000
Legislative	50,000
NJLM Conference	816,438
Board & Office Meetings	15,000
Executive Meetings/Travel	10,000
Staff Meetings/Travel	10,000
Staff Memberships	2,000
Postage	30,000
Equipment Payments	17,000
Maintenance on Equip.	4,000
Printing	8,000
Books, Subscriptions	6,550
Seminars	112,000
Telephone	16,000
Audit	11,400
Legal	58,000
Insurance & Bond Premium	49,000
National League of Cities	38,000
Temporary Help	0
Technology	81,000
Internet Web Maintenance	5,000
Scholarships	3,000
222 Base Rent	403,687
222 Expense Rent	233,190
Online Ordinance Shared Services	2,400
Tuition Reimbursement	2,000
Total	4,771,099